



WASHINGTON State Employee

We remember

Shortly after the jetliners hit the twin towers in New York City, not long after the levees burst in New Orleans after Hurricane Katrina and right after the bombs went off at the Boston Marathon, public employees ran back into harm's way to rescue, recover, reassure.

The same is true in the wake of the devastating March 22 mudslide in Oso, Snohomish County. The entire nation mourned.

From the first, state employees were there – from Department of Transportation crews along a buried Highway 530 to second responders like Naselle Youth Camp Local 2263 member and shop steward Victoria Nanney, accompanying a crew of juvenile rehabilitation youth to serve food to emergency responders.

But sadly, like the earlier tragedies in other parts of the country, the Oso landslide hit the Federation family in a personal way, too.

Community Corrections member Darren Bowerman of Spokane Local 1221 lost six members of his family in the landslide: his mother, JuDee Vandenburg; stepfather, retired Airway Heights Corrections Center Correctional Officer Lou Vandenburg; brother, Shane Ruthven; sister-in-law, Katie Ruthven; and the Ruthvens' two children, Hunter (age 6) and Wyatt (age 4).

As of April 15, the Snohomish County Medical Examiner's office had identified 37 victims as officially confirmed dead, including five from the Bowerman family. One nephew, 4-year-old Wyatt, was still among those listed as officially missing (as of press time April 15).

This union, the Washington Federation of State Employees/AFSCME, has set up the Bowerman Family Fund to help with expenses (see box at right).



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WFSE/AFSCME Bowerman Family Fund

Through the Washington State Labor Council's Foundation for Working Families, the Federation has set up an account for the Bowerman Family to help with expenses. Donations to the account should be made out to the Foundation for Working Families and please note that you want your donation to be disbursed to the Bowerman Family. You can mail the donation to us here at WFSE (1212 Jefferson St. SE, Suite 300, Olympia, WA 98501) and we'll make sure it gets to the Foundation; you can also mail a check directly to the Foundation for Working Families:

Foundation for Working Families
Bowerman Family
314 First Ave W.
Seattle, WA 98119



Big victory for L&I investigators over outsourcing

The three-year contract that allowed outsourcing of the surveillance work of Labor and Industries fraud investigators under certain circumstances ended March 31 – thanks to members showing it was costly and ineffective.

The outsourcing contract arose because there was a backlog of surveillance. But L&I management couldn't really quantify the need to outsource.

The outsourcing could only take place under three

strict conditions: that individual investigators had to request it with no influence from management; management had to update the union regularly about how much outsourcing was taking place; and the union and L&I had to meet at least three months before any potential renewal of the outsourcing contract.

But it turns out the L&I fraud investigators opposed the outsourcing and invoked the voluntary proviso. And in doing so, they authoritatively showed the number of hours,

the cost and the outcome of any outsourcing.

As renewal neared, Federation Labor Advocate Sherri-Ann Burke filed the union's demand to bargain and requested detailed utilization data.

In the end, our L&I fraud investigator members were right – this outsourcing was costly and ineffective.

"We learned that the contract was rarely used, the cost was 40 percent higher than what it would have cost to

pay our members overtime and there was no correlation between the outsourced surveillance work and improved outcomes," said Jeanine Livingston, the Federation's contract compliance manager.

"Our position was that because the contracting re-

sulted in neither a savings nor an efficiency improvement, management should withdraw from outsourcing for the surveillance work."

Presented with those hard facts, management agreed – and the outsourcing contract ended March 31.

Normally, when we have such a big victory like this, we'd run a photo of the winning employees. But that can't happen here because we must protect the identities of the investigators, who work undercover. But with or without a victory photo, our L&I fraud investigator members showed that standing strong together they can make a difference.

M Step win for some members promoting or reallocating

Several members will see a pay boost to the new M Step on the salary grid thanks to union action.

As a result of creative grievances and dogged re-

search by Federation Labor Advocate Sherri-Ann Burke, the state budget office last month agreed to move affected employees to the M Step because they didn't get the re-

quired percentage of increase they were entitled to when promoting or reallocating.

This was based on those members' rights under the General Government contract.

State agencies are identifying who is affected and how much back pay is owed. This should also apply in higher education where similar contract provisions exist.

Inslee signs three key bills

Gov. Jay Inslee on March 27 signed three key bills initiated or backed by the Federation: **ESSB 6517** – The bill exempting state employee driver's license numbers and identification numbers

from public inspection. The bill protects privacy and fights identity theft for state employees; **SSB 6095** – The background check bill; and **ESSB 6034** – The Parks Partnership Bill. All three take effect June 12.

'Shop Steward of Year' nominations due July 31

LAURIE MERTA SHOP STEWARD OF YEAR

ELIGIBILITY:

Locals and individual members may nominate shop stewards who have demonstrated outstanding skills to help their members and to build up the union at the grassroots level.



NOMINATION:

Submit written nomination (you may use the printed nomination form at right) with the information listed on the nomination form printed at right.

Send completed nomination forms to: WFSE/AFSCME Award Committee, 1212 Jefferson Street S.E., Suite 300, Olympia, WA 98501.

You can also submit nominations online at www.wfse.org.

Nominations must be received by July 31, 2014.

All written nominations must include a statement of the required facts as listed on the nomination form at right.

REVIEW:

A committee, appointed by the WFSE/AFSCME president and approved by the Executive Board, will review the nominations and select the recipients. In those instances where the nomination is from other than a local, local officers may be asked to provide additional information. The committee may select multiple recipients.

If this form is not completed in its entirety, the nomination may not be considered.

WFSE/AFSCME Laurie Merta Shop Steward of the Year Award 2014

STATEMENT OF FACTS

I, _____, nominate _____ Person submitting nomination _____ Name of nominee

for Shop Steward of the Year Award.

Nominee's address: _____

Work phone: () _____ Home phone: () _____

Local union number: _____ How long a member: _____

How long a Shop Steward: _____

Agency: _____

Current job class: _____

Union offices held: _____

Description of why nominee should be considered for the award, such as: keeping the members informed about union issues; organizing in support of the contract; recruiting and mentoring stewards; representing members; enforcing the contract; advocating for workers' rights (attach additional sheets if needed):

If this form is not completed in its entirety, the nomination may not be considered.

Date: _____ Nominator's name: _____ Person submitting nomination _____

Nominator's best contact information: PHONE _____ E-MAIL _____

Send completed nomination forms to: WFSE/AFSCME Award Committee, 1212 Jefferson Street S.E., Suite 300, Olympia, WA 98501.

Nominations must be received by July 31, 2014.

AWARDS:

The award will be presented at WFSE/AFSCME's Shop Steward Conference Sept. 6-7 in Seatac.

The award is named in honor of Laurie Merta, WFSE/AFSCME's field services director who died in June 2012. Alice Rogers of Local 1253 was the first recipient of the renamed honor in 2013.

Community Corrections shop stewards raise safety issues about small 'cage vehicles'

Workplace safety is one of the major concerns that WFSE/AFSCME shop stewards raise.

Stewards in the Department of Corrections have recently raised members' concerns about the proper size of vehicles they use to transport offenders.

These are called "cage vehicles" because there's a barrier between the backseat where the offenders sit and the front seat where Community Corrections staff are driving.

Community Corrections staff and their shop stewards have raised concerns about the use of mid-size vehicles as caged vehicles for transport.

They're not designed to be cage vehicles, they say. Why?

- It's tough to get offenders in and out — opening the possibility of assault or other injuries.

- Officers who are 6 feet tall or taller get squeezed into the front seat because the cage in a mid-size car limits how far back the front seat can be pushed. These mid-size cage vehicles can be very uncomfortable to drive.

- Over time, staff have continued to struggle with severe blind spots, especially over the driver's left shoulder. Due to the cage placement, it is virtually impossible for staff to make an adequate head check to see if there are any vehicles traveling on the driver's side of the car.

- Community Corrections

staff have also noted difficulties using the rear-view mirror. The cage placement cuts down on the rear-view image by at least 50 percent of what it would normally be.

Taken together, it's a tremendous safety issue. That's one reason such mid-size cage vehicles are usually driven only when larger vehicles aren't available.

So the Community Corrections shop stewards and members have been urging larger cage vehicles.

Because of new rules, Community Corrections staff in some units have noticed a dramatic increase in the volume of arrests. More arrests means more transports. And more transports means more use of the cramped mid-size cage vehicles. And that increases the Community Corrections members' safety



concerns.

Officers have noticed time and again, when staff put the majority of arrested offenders into the back seat of the mid-size cage vehicles, they have to literally sit them sideways, because they are unable to get their feet into the tight quarters left by the cage.

This makes the transport of in-custody offenders troubling on all safety levels for staff and the offenders. Specifically:

- Trying to get them into the car can be a challenge.
- Most of the time trying to secure them with a seatbelt is not feasible.
- And once officers arrive

at the jail with the offender, as hard as it was to get them into the vehicle, it can be equally difficult to get them out. What officers have found is because of the offender's movement being limited by the wrist restraints, staff are forced to physically grab an offender's legs and/or ankles, just to assist them to get their feet out of the vehicle and onto the ground. Then staff must physically help to lift them up and out of the car.

- As difficult as this can be, most arrests are being done on compliant offenders.

- Should an arrest go sideways during a transport, all the safety concerns listed above would be amplified.

For these reasons, Community Corrections stewards and staff are urging management to consider some larger vehicles where needed around the state. They contend larger vehicles are more suited to being cage cars — and that should greatly reduce some of the safety issues that the current mid-size cage vehicles pose for these officers and offenders.

Washington State Employee



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OSO STRONG!

We remember from page 1

At press time, several WFSE/AFSCME locals had contributed and more are coming in (all will be acknowledged).

The contributions included: \$411 from Shoreline Local 341; \$1,000 from State Community Corrections Local 308 in King County; and another \$1,000 from Centralia-Chehalis Local 862, which issued a challenge to all other Federation locals to meet or beat their contribution.

In an April 7 meeting with the union, Gov. Jay Inslee "repeatedly asked us to thank our members" for all they've done to help the victims and survivors of the



Department of Transportation workers onsite along Highway 530.

mudslide, said WFSE/AFSCME President Sue Henricksen.

In a remarkable gesture, the governor the next day sent an e-mail to all state em-

ployees detailing all they'd done for the Oso relief and recovery efforts.

"Thank you" isn't enough," Inslee wrote.



The Emergency Operations Center (EOC) in Arlington.

'Thank you isn't enough.'

It's not often state employees get public praise. But in the wake of the Oso landslide tragedy, Gov. Jay Inslee is letting everyone know the breadth and depth of the relief efforts undertaken by Federation members and all state employees. Here are excerpts from Inslee's April 8 e-mail that he sent to all state employees:

Dear fellow state employees,

The tragic mudslide in Oso has resulted in indescribable loss for the people of Snohomish County. But in the midst of this trying time, they have also seen an indescribable outpouring of support from the people of Washington and from around the country. It's making a difference, not just in the ability of search and rescue teams to do their jobs but in the spirits of the men, women and children of Oso, Arlington and Darrington.

You are a part of that. You have delivered in ways above and beyond what I could have ever imagined.

Employees from nearly every state agency have contributed more than \$56,000 to the Combined Fund Drive's Mudslide Relief Campaign, resources that are helping provide food, shelter, and other support services for the volunteers, rescue teams and victims. But financial assistance is just the tip of the iceberg. In speaking with my agency directors and being on the ground in Arlington, Oso, and Darrington, I've learned that there are dozens of ways "big and small" that you and your colleagues across state government are helping the people of Oso and beyond. Each of those efforts deserves recognition. If I've missed something, your agency is doing, I'd love to hear from you. I'm immensely proud to be governor of a state that so quickly rallies around those in need, and to work with employees who care so deeply for the people they serve.

Thank you isn't enough, but those are the only words I have. Keep doing what you're doing. It matters.

Very truly yours,
Jay Inslee

• Employees from the **Emergency Management Division** of our state Military Department have worked around the clock, manning our state's Emergency Operations Center and ensuring Snohomish County gets all the resources needed to carry out the response.

• Our soldiers and airmen with the **Washington National Guard** arrived as soon as they were called in by Snohomish County to help carry out the difficult search and rescue operation, which is both physically and mentally challenging. Additionally, they deployed two Blackhawk helicopters to relieve worn-out crews.

• **Washington State Department of Transportation Maintenance crews** continue to support Snohomish County search and rescue activities with heavy equipment. They're helping staff the Emergency Operations Centers (EOCs) in Arlington, Everett and Darrington, communicating to the public and monitoring the river, area bridges, hillsides and rainfall. WSDOT worked quickly with the county to successfully open Mountaine Loop Highway, a secondary detour option for the Darrington community.

• The **Department of Early Learning**'s child care licensing team worked to make contact over the weekend with all licensed child care providers in the area to ensure they were safe and had adequate resources and ability to communicate.

• The **Department of Health** has activated its Agency Coordination Center in response to the mudslide. Staff are



Photo courtesy: Gwinnett's Worldwide

working closely with the local health Department in Snohomish County and are available to assist with the coordination of requests around behavioral health needs and fatality response. The department is also sharing information about the importance of tetanus and hepatitis B vaccinations for responders working in the mudslide area, and the process for ordering vital records like birth and death certificates.

• The **Employment Security Department** sent three Washington Service Corps (AmeriCorps) members to assist in the Red Cross shelter. These members have training and experience in disaster recovery. The agency created a disaster-response web page with information about unemployment benefits for people affected by the disaster and have set up a special unemployment-benefits phone line just for Snohomish Co. disaster victims. They are implementing Disaster Unemployment Assistance, authorized by the President, which provides benefits for people who lost their livelihoods due to the disaster and don't qualify for regular unemployment benefits. And ESD has temporarily waived the work-search requirement for benefits recipients who are stranded as a result of the mudslide and are therefore unable to look for or travel to a job.

• Our **Department of Ecology** is helping respond by assessing the risk of spills, monitoring downstream water supply, offering technical support for disposal of solid waste associated with the landslide, monitoring hazardous waste generators in the area, conducting steam flow monitoring and offering regulatory assistance to support emergency actions. In addition, Ecology's Washington Conservation Corps crews have been activated to coordinate volunteers, staff shelters and provide post-incident clean up.

• Staff from the **Department of Licensing** have been on-site to help residents expedite replacement of their lost IDs and have waived the replacement fees.

• The **Department of Veterans Affairs** is in touch with the Snohomish County Veterans Assistance Fund and will work with them to fill any resource gaps for veterans and families in need.

• Geologists from the **Department of Natural Resources** continue to coordinate with Snohomish County, Department of Transportation, and USGS geologists to investigate the extent and stability of the landslide and the lake that formed behind the debris field. DNR's Fire Program sent a showed unit and portable kitchen to serve personnel working at the scene. They have dispatched a Type 2 Incident Management Team with federal partners and are working with WSDOT to locate appropriate sites to temporarily store debris that is removed from the site.

• The **Office of the Insurance Commissioner** is providing information about property insurance related to the landslide.

• The **Department of Labor and Industries** has a special disaster webpage with resources for homes and business owners, employers and workers affected by the mudslide. They've been working with impacted family members to expedite certain benefit applications, are working the Military Department to coordinate benefits for any emergency responders or sanctioned volunteers, and have staff who are volunteering at the EOC.

• The **Department of Commerce** is coordinating with Snohomish County to meet demands for emergency shelter and housing for displaced families. They've worked to identify

We're devoting the rest of this page to excerpts from the governor's public acknowledgement of state employees' contributions in this crisis.

It's what public employees do. It's what Washington state workers do. It's what members of this state employees union do.

funding that will support shelters and a Housing Locator service to find rental listings. Their Business Services team is in contact with the U.S. Small Business Administration and will work closely with federal, state and local economic development partners to support community and business recovery needs in the weeks ahead.

• The **Department of Agriculture** deployed a team of three staff members to Oso. They are providing Ag's amphibious vehicle called a Marsh Master to search and rescue efforts as well as an airboat to transport first responders and scientists setting water gauges on the mudflow. In addition, the team has brought an incident command trailer as an additional resource. The Department has deployed the Reserve Veterinary Corps to provide veterinary care for search and rescue dogs at the SR 530 search site, the first in the history of the corps that it has been activated.

• For victims without health insurance, the **Health Care Authority** is assisting them.

• The **Department of Enterprise Services** has been providing all kinds of back-end support on multiple fronts. DES employees found space for and set up a community resource center in Darrington for the various agencies offering assistance to local families. They've also helped lead efforts related to donations management, acquisition of heavy equipment and working with vendors and contractors to obtain other kinds of equipment such as tents, refrigerated trailers, and more.

• The **Department of Social and Health Services** is engaged on multiple fronts. Some of their work includes deploying their Mobile CSO unit to help residents with cash and food assistance, collaborating with the Snohomish County DEM, North Sound Regional Support Network, Volunteers of America, and the American Red Cross to begin to address the mental health needs of the communities impacted by the disaster, and actively coordinating with other state agencies, federal agencies and non-governmental organizations to provide a broad spectrum human services response. People who need support to deal with the loss of friends or relatives, can get assistance by contacting Volunteers of America at 1-800-584-3578.

• **DSHS's Juvenile Rehabilitation Administration** has a long-term collaboration with the Department of Natural Resources at Naselle Youth Camp to provide at-risk youth work training experiences in fish and wildlife, land management, and emergency response. The JR youth are part of teams serving food to emergency responders. DNR dispatched a food preparation crew of 10 youth accompanied by two JR staff.

• The **Utilities and Transportation Commission** is working closely with regulated utility companies in the area. The landslide resulted in disrupted phone, internet and 911 service to nearly 1000 Frontier customers in Darrington, but was restored within two days. Solid waste collection was also delayed.

• The **Washington State Arts Commission** has a wonderful social media forum "Art With a Heart" where the public is invited to share prose, poems, photos, videos, and songs that will comfort the people and communities affected by the mudslide.

• The **Washington Conservation Corps (from Ecology)** had a crew of six (five AmeriCorps members and one team supervisor) to help assess conditions downriver. The Washington Service Corps (from the Employment Security Department) also deployed two AmeriCorps members from the American Red Cross.

Inslee also praised work crews from the Department of Corrections, first responder offices from the Department of Fish and Wildlife and Washington State Patrol, plus in various ways from the State Auditor's Office, Secretary of State's Combined Fund Drive, Attorney General's Office, the Department of Revenue, the Department of Financial Institutions and the Department of Retirement Services. See full letter at <http://www.wfse.org/governor-speaks-to-state-employees-about-oso-mudslide/>

I'm in!



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Contact us about 'WFSE Spring'

The "WFSE Spring" team would be glad to come to your worksite or local meeting to explain why your participation can play a key role in the important work to build strong contracts and other goals.

- Seattle/Smokey Point:** Anne-Marie Cavanaugh, anne-marie@wfse.org, (206) 525-5363
- Tacoma:** Sean Danner, se-and@wfse.org, (253) 581-4402
- Olympia/Vancouver:** Perry Gordon, perry@wfse.org, (360) 786-1303
- Yakima:** Phedra Quincey, phe-dra@wfse.org, (509) 452-9855
- Spokane:** Rick Nesbitt, rickn@wfse.org, (509) 326-4422
- WFSE/AFSCME Volunteer Member Organizer Coordinator**
Pam Carl: pmc@wfse.org



Local 1488 Steward Claude Theard talks to co-workers at the UW Laundry April 4. Theard signed up four new members and he and Council Rep Cleester Thomas asked over 50 of his co-workers to find out their most important issues — and whether they are ready to take action to strengthen our union. "We need to strengthen our union and be unified for the challenges we face," Theard said.

What is 'WFSE Spring'?

It's a fresh effort to:

- Support our union contract bargaining teams
- Negotiate a cost-of-living adjustment (or "COLA") to help our economic recovery
- Save our earned benefits like health insurance
- Engage more members to participate in the important work of building strong contracts
- Join our voices to make a difference during legislative sessions
- Protect the programs that make Washington great
- Protect the programs that help the students in higher education that we serve

WFSE volunteers 'spring' into action, inspire co-workers to participate

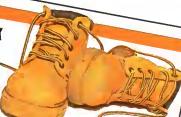
Federation member volunteers have sprung into action in a big way by meeting and talking one-on-one to members and representation fee payers alike. All have a stake in what we do together.

Here are some recent "WFSE Spring" stories (numbers match corresponding photos at the top of this page):

- WFSE/AFSCME members from Tri-cities Locals 1253 (state agencies) and 1291 (Transportation) joined April 7 for an evening of training in Richland.
- Angie Simpson, Local 53, a Community College Coalition Bargaining Team member and 16-year Tacoma Community College Purchasing employee, is excited about FOX (Field Organizing Committees) leader training. She says they are "enlightening and critical to our success." *Want to join one of our FOX trainings? Contact pmc@wfse.org for more information.*
- Eliza Sacks, Special Commitment Center residential rehabilitation counselor and Local 793 vice president, has already signed up 12 of his co-workers as members of our union. He says: "We need everyone to have a voice in the process."
- Raeno Alforque, Local 1488, a stock room attendant at the University of Washington Medical Center and three-year shop steward, signed up two of his co-workers to be members of the union.
- Tony Entenza, Local 1488, a UW Medical Center shop steward and food service worker, signed up a brand new co-worker to be a member of our union. "I always make sure to talk to my new co-workers about our union," he said. "We are headed back into contract negotiations and we need everybody sticking together."
- Orson Williamson, Local 304, a Seattle Central Community College shop steward, has already signed up four of his co-workers as union members. He says he's "asking representation fee payers to become members of our union because our union's strength is based on the participation of our membership."
- Tacoma Community College Exempt Bargaining Team members Karl Twogood and Chris Stanchic were joined in solidarity by co-workers. "United, we cannot be defeated," they said.
- Ecology NWRO members in Bellevue stood strong with their supplemental bargaining team negotiating in Olympia March 31.
- Don Cline, Local 443, a Conservative Caucus member, is talking to other conservatives and signing them up to join our union.

DOT members:

Your old work boots can build a strong contract



Your DOT Supplemental Bargaining Team is now negotiating on DOT-specific issues.

There are many good ideas, but management ticks off a few of the best ones. At the end of the day, they often say, "Two out of three never made it to the table."

We need our old boots to show we're all-in on the important work

These work boots will build a strong contract

These work boots will build a strong contract

Transportation

members are working together building a strong contract by turning in their old boots. Why? The boots symbolize that the dedicated DOT workers who wore them stand behind their agency-specific contract proposals being negotiated by their WFSE/AFSCME DOT Supplemental Bargaining Team.



Huge turnout for a March 28 "WFSE Spring" lunch 'n learn event for Head Start workers at the Community Colleges of Spokane.



Dozens of WFSE/AFSCME Department of Early Learning members gathered in Tacoma for a regional meeting April 3 took a break to eat pizza and join the "WFSE Spring" talk about issues important to them.



Follow updates on these critical efforts on www.facebook.com/wfsec28. Give them a "like" and "share" their progress with your Facebook community. • Other resources: wfse.org/wfse-spring-get-involved • By text: Text "spring" to 69866

THE WWU AGREEMENTS & THE DEBATE FOR \$15 NOW

Special negotiations net new compensation for WWU members; one pegged at \$15/hour

Last month, the Federation, Local 1381 and Western Washington University in Bellingham signed two memorandums bringing an additional 1 percent lump sum payment to WWU members – and raising starting wages for the lowest ranges (after the probationary period) to the step in their pay range closest to \$15 an hour.

These would be under the current, 2013-2015 contract.

WWU bargaining team members and leaders got the commitment from the WWU administration that this added compensation would not be used as leverage against any future wage negotiations in the next, 2015-2017 contract. Bargaining on that agreement kicked off March 18.

Under the agreements:

Bargaining updates online:
wfse.org >
COLLECTIVE BARGAINING

• WWU WFSE/AFSCME members will receive a lump sum payment of 1 percent of annual salary in July 25, 2014, paychecks. This is in addition to the 1 percent lump sum already negotiated and coming in Dec. 10, 2014, paychecks. (The Federation last year also negotiated a 2.2 percent lump sum that WWU members received Aug. 25, 2013, and the new M Step.)

• The second memorandum of agreement is for a general increase to starting wages for the lowest ranges at WWU. After completing

probation, affected members will be at the step in their pay range closest to \$15 an hour on the wage scale and continue to progress as before.

Major credit for this breakthrough goes to the WWU Local 1381 team and the work of one member in particular who did the research showing that some members earn so little they're on public assistance.

"We hope this will motivate other employers – especially in higher education – to increase wages," said WFSE/AFSCME Labor Advocate Jennifer Dixon.

It's no coincidence that the \$15 minimum starting wage goal appears to be inspired by the \$15 Now and other campaigns to raise the minimum wage (see box).



Former U.S. Labor Secretary (left) has taken to social media with his seven reasons why the minimum wage should be raised to \$15 an hour. At right: Meanwhile, members of WFSE/AFSCME locals like 1488, 843, 304 and others have shown support.

What do you think? Take the survey

There's a growing interest among WFSE/AFSCME members about the movement to raise the minimum wage to \$15 an hour. This comes with the recent agreements at Western Washington University, the growing "15Now" campaign in Seattle, the successful Seatac \$15/hour ballot measure and the debate in Congress over raising the minimum to \$10.10 an hour. Tell us what you think.

Take the survey online:

<https://www.surveymonkey.com/s/minimum>

WFSE SPRING: Creating a WFSE/AFSCME echo chamber

Social media, by itself, is not a communications plan, but it can serve to complement efforts to unite members for goals such as those in "WFSE Spring" (see page 4).

Recently, at the 2014 Communicators Conference held April 5-6 in Seatac, participants in the Digital training track learned about using Facebook and Twitter to complement the WFSE Spring campaign.

Our WFSE Spring team members on the ground are reaching out to members and non-members one-on-one or in groups. We can complement this relationship with social media by connecting with each other online to provide basic information, news and opportunities to act together. Acting together creates an echo and amplifies our message.

Here is a primer for how we use social media and how you can help when called to work together.

Facebook.com/WFSEc28

If you are on Facebook, you can stay informed about the important work of building strong contracts and how you can participate. Sometimes we'll need to act together quickly.

But not all our content requires a rapid response so here's what to look for:

1. LIKE the union's Facebook page. This is where news and calls to action are shared. Find us at <http://www.facebook.com/wfsec28>.

2. When you see this in our

Facebook posts...

LIKE. SHARE. PLEASE. PLEASE.
...this is your signal to SHARE it.

Sharing is the secret weapon in reaching a wide range of users rapidly. Posts that are SHARED reach four times the number of users that a LIKE does. When we need to move information to a wider audience, a SHARE gets us there quickly.

Being an online participant is an easy way for you to work together and help make a difference.

How members made Greg's selfie go viral

Remember Ellen Degeneres' selfie at this year's Academy Awards? Well, in an exercise at our recent Communicators Conference to demonstrate the power of acting together on social media, we took a class "selfie" and posted it on the Council 28 (WFSEc28) Facebook page. (That's WFSE/AFSCME Executive Director Greg Devereux down in front.)

Typically, a post on our Council 28 page is "liked" eight-20 times, shared two-three times and viewed by 150-300 Facebook users.

This time we asked everyone in the class to SHARE the post, beginning our post with 20 user SHARES. Additionally we asked viewers to SHARE it also.

The multiplier effect of this sharing stimulated more views and more shares. In just 24 hours more than 10,000 users had viewed this post.

The point? When we act together on social media we can rapidly get our message to a large portion of our Facebook community.

It's a new way we can use in the WFSE Spring outreach to encourage participation in building stronger contracts...and beyond.

When the time comes, we'll be ready!

LIKE <http://www.facebook.com/wfsec28>



www.youtube.com/wfsec28

We post short issue and event videos plus our monthly Our View (15 min.) cable TV show.

You can link or embed these videos to your website or social media.



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www.facebook.com/wfsec28

Please LIKE our Facebook Page and then LIKE and SHARE content often.

Notify us of content you want us to promote by sending us a message on Facebook.



www.twitter.com/wfsec28

If you are on Twitter, please follow us. We'll get a message letting us know and we'll then follow you also.

SCHOLARSHIP OPPORTUNITY



Althea Lute Scholarship information

This \$5,000 scholarship is available. It allows eligible members or members of their families to pursue studies in a degree program at a public college or university in Washington state.

• Applicant must be a WFSE/AFSCME member (membership beginning at least a year before application) OR an immediate family member (including domestic partners) of a WFSE/AFSCME member (membership beginning at least a year before application).

• The applicant must be a graduating senior, or a high school graduate (GED accepted) from an accredited public, private or parochial high school.

• Applicants must have a satisfactory scholastic standing, be in need of financial assistance and have participated in community service.

• An official transcript of high school or vocational school or college must be submitted to the committee.

IMPORTANT INFORMATION:

• Rules governing recipient award and use of funds:

(1) Recipient must provide evidence of acceptance into a degree program at a Public College or University in Washington State of his or her choice during the academic year following the award.

(2) The \$5,000 award will be held in a sinking fund in a WFSE/Council 28 AFSCME account and drawn on by the student for registration fees, books and incidental direct costs to education. Any balance at the end of the first academic year following the award will be available to recipient on entering school the second year, conditional upon maintenance of satisfactory standing.

The WFSE/Council 28 AFSCME Workforce Diversity Committee will evaluate the applications and determine the recipient of the award no later than August of each year. The decision of the Committee will be final.

July 31, 2014, is the application deadline.

Application-Statement of Required Facts ALTHEA LUTE MEMORIAL SCHOLARSHIP 2014

1. Applicant's name: _____

2. Address: _____ (Street) (City) (Zip)
Home or cell phone: _____ Home e-mail address: _____

3. Date of Birth: _____ 4. School choice: _____

5. **SUBMIT OFFICIAL TRANSCRIPT OF HIGH SCHOOL, VOCATIONAL SCHOOL OR COLLEGE RECORD.** Your application will not be considered unless your transcripts are submitted.

6. Are you now the recipient of a scholarship or other financial award? _____ If "Yes," list amount of the other award(s) _____

7. Are you working now? _____ Hours per week: _____

8. Do you plan to work part-time? _____

9. Give pertinent information concerning your earnings or other financial assets and obligations that would be helpful in assessing your financial need. (Attach any additional data.) _____

10. Attach a written statement of Educational and Career Goals.

11. Do you have credits earned toward degree requirements? _____

12. Provide a detailed description of any community service you have performed and length of time. Please include any special awards or certificates you may have received: _____

13. WFSE/Council 28 AFSCME Member's name: _____

Relation to Applicant: _____ WFSE/Council 28 AFSCME Local Union Number _____

Date of Affiliation with WFSE/Council 28 AFSCME: _____

Occupation: _____ Spouse Occupation: _____

Net monthly income (combine member's & spouse's incomes if appropriate): _____

Number of Dependents: _____ Ages: _____

In applying for the scholarship described on this form, I certify that all of the facts contained herein are correct.

Date: _____ Signature of Applicant: _____

Return no later than **July 31** to: WFSE/Council 28 AFSCME Workforce Diversity Committee
1212 Jefferson Street S. E., Suite 300
Olympia, WA 98501

All envelopes should be clearly marked "To the WFSE/Council 28 AFSCME Workforce Diversity Committee."

Named in honor of the late Althea Lute, former WFSE/AFSCME staffer and Local 1488 officer and activist, who died in 2011.



New officers at Local 1060. Swearing in of the new newly elected executive board for Whatcom-Skagit Local 1060 April 3: Front Row L-R: Tracy Fosty, Executive Board; Michele Stelovich, President; and Robi Perigo, Trustee. Back Row L-R: Justin Ayers, Recording Secretary; Rick DeBay, Vice President; Kate Rogers, Executive Board; and Theresa McGee, Executive Board.



Wearin' of the (AFSCME) Green in Spokane

Spokane Local 1221 decked out a fire truck with their local banner and AFSCME Green colors for, appropriately, this year's St. Patrick's Day Parade.

Celebrating Local 313's 50th!

Vancouver Local 313 was honored by AFSCME March 20 for 50 years of service advocating for strong contracts and fair treatment.

AFSCME's Tam Tocher presented a plaque from AFSCME President Lee Saunders and Secretary-Treasurer Laura Reyes congratulating the local on this major milestone.

The event was fes-



From left: WFSE Pres. Sue Henricksen; WFSE Exec. Dir. Greg Devereux; Local 313 Pres. Judy Kuschel; Tam Tocher, AFSCME; and WFSE VP Thornton Alberg.

tive – a luau theme at the local meeting site at the Laborer's Hall. It was fitting that 19 mem-

bers signed up to help in the WFSE Spring movement for strong contracts.

In the news:

From the UW 4/9/14: UW custodians rally to demand working rights. A group of about 50 custodial workers (Local 1488), faculty members, and students rallied in Red Square on Wednesday to demand that UW Custodial Services be held accountable for what workers say are abuses of their rights. See more online: <http://dailyuw.com/archive/2014/04/09/news/uw-custodians-rally-demand-working-rights/#.UdWhWMf0upC>

UW custodians rally to demand working rights

The Daily
of the University of Washington, since 1891



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WOMEN'S SUMMER SCHOOL SCHOLARSHIP APPS DUE 5/25/14!

Applications now being accepted for Women's Summer School Scholarships

May 25 is the deadline to apply for the 2014 Summer School for Trade Union Women Scholarships.

Applications are now being accepted for the scholarships to pay for registration (up to \$650) and travel costs. The WFSE/AFSCME Women's/Equal Partners Committee offers two of the awards -- one for Western Washington and one for Eastern Washington (if enough applications come in). An application form is at right.

This is the Summer Institute for Union Women. It takes place July 8-13, 2014, at the University of Victoria in Victoria, B.C. It is sponsored by the AFL-CIO and the United Association of Labor Education.

The summer school offers a series of in-depth courses, workshops, solidarity and fun. More information will be online at www.siuw-2014.com.

For questions on the scholarship, call 1-800-562-6002.

IN MEMORIAM

Tom Swihart, an information technology technician 1 at Lower Columbia College and a member of Longview-Kelso Local 1400, died April 5 after a tough battle with cancer. He was 63. "Tom's smile, humor, mentorship and love of music were a constant in IT for over 11 years and will be greatly

missed," said colleague Tracy Stanley.

Jolene Bettland, a longtime Local 491 member at Rainier School in Buckley, died March 29. She had battled breast cancer since 2006. A member since 1997, she was active in the Federation's grassroots legislative and political action program until she fell ill.

Mark Russell, a habilitation plan ad-

ministrator at Rainier School in Buckley and a member of Local 491, died March 19 in hospice care. He was 58. He was a 25-year employee and served 10 years



Mark Russell

as a Federation shop steward, including four as chief steward. "Mark was a very strong supporter of our union and he will be greatly missed by Council 28 and the local," said Federation Council Representative Dade Pardy, a former colleague of Russell's at Rainier. "He was a very, very good shop steward." At the family's request, there will be no services but there will be a gathering at a baseball stadium at a later date.

SHARED LEAVE REQUESTS

To place approved shared leave requests: tim@wfse.org, or 1-800-562-6002.

Krista Wehns, a psychiatric security attendant at Western State Hospital in Lakewood and a member of Local 793, has been approved for shared leave. Krista has broken her ankle and is requesting shared leave donations while she recovers. She has exhausted all her available sick, vacation and personal leave. Contact: Kelley at Western State Human Resource Department, (253) 582-8900, or your human resource office.

Ronda Byrd, a secretary senior with the DSHS Juvenile Rehabilitation Administration office in Lynnwood and a member of Local 948, is in need of shared leave to care

for her 15-year-old daughter, Brandi. Brandi has Ewing Sarcoma, a rare bone cancer that accounts for only 1 percent of childhood cancers. Brandi is currently undergoing chemotherapy at Seattle Children's Hospital; radiation therapy will be added in May or June. At this time, Ronda is only working two days a week to take care of Brandi. Shared leave will allow her take care of Brandi full time and not have to worry about losing her health insurance coverage. Contact: your human resource office.

Anna Lopez-Seybold, an attendant counselor 2 with DSHS Region 2 State-Operated Living Alternatives (SOLA) in King County and a member of Local 341, is in need of shared leave as she recovers from a brain injury. Contact: your human resource office.

Laura Olexa, a health care analyst with the Department

of Health in Tumwater and a member of Local 443, is in need of shared leave as she recovers from a second shoulder surgery. Contact: Kim Kenderesi, (360) 236-4058.

Janet Mackay, an attendant counselor 2 at the DSHS Region 2 State Operated Living Alternatives program in King County and a member of Local 341, has been approved for shared leave because she needs to be off work to recover from multiple car accidents. Contact: your human resource office.

Stacey Saunders, a management analyst 4 with the Office of Women's and Minority Business Enterprises in Olympia and a member of Local 443, has been approved for shared leave. She is recovering from a complicated, high-risk pregnancy requiring weekly doctor visits, 40 days of hospitalization and a C-section delivery. Her daughter

was born prematurely because of pregnancy complications and has been hospitalized in a Level III neonatal intensive care unit 50 miles from home since February. Contact: Stacy Brady, (360) 407-8133.

Nancy Kaupp, an intake agent with the Employment Security Department in Lacey and a member of Local 443, has been off work since February 20 after a serious back operation. She will be off work at least until June 20. Contact: Kathleen Young, (360) 725-9416.

Liz Martin-Stewart, a health services consultant 1 with the Department of Health in Olympia and a member of Local 443, has a serious health condition that will require surgery; she will be off for two to three months. Contact: Kim Kenderesi, (360) 236-4058.

Kelly Hubbard, a correctional mental health counselor 3 with the Department of Corrections in Tacoma and a member of Local 53, has been approved for shared leave. Contact: Fran Halpin, (360) 407-5750.

Jamie Spaulding, a financial services specialist 3 with DSHS in Goldendale and a member of Local 716, is still recovering from cancer surgery and is still in need of shared leave. Contact: Debbie Lloyd, (509) 225-7915.

Kathy Allessio, sister of Rainier School Local 491 member Victoria Allessio, is in need of shared leave. Kathy works at Coyote Ridge Corrections Center and is a member of the Teamsters, but you should be able to donate shared leave to her, too. Contact: Pauline Turner, (509) 543-5882.

Application

SUMMER SCHOOL FOR TRADE UNION WOMEN SCHOLARSHIPS 2014

Offered by the WFSE/AFSCME Women's/Equal Partners Committee

Offers two scholarships for registration fee (up to \$650) and travel costs. One scholarship will be awarded for Western Washington and one for Eastern Washington (if enough applications come in). Recipients will attend the summer school July 8-13, 2014, at the University of Victoria, in Victoria, B.C. Please complete the following questions:

1. Are you a member in good standing of WFSE/AFSCME?
Yes Length of membership _____ Local No. _____
No How long have you been a state employee? _____

2. Have you previously attended a Women's Summer School? Yes No

3. Do you hold a leadership position in your local? Yes No

4. Ethnic heritage (optional) _____

5. Reason for wanting to attend _____

Name _____

Address _____

City _____ State _____ Zip _____

Telephone: (Daytime) _____ (Evening) _____

Home e-mail address: _____

Signature of Applicant _____

Signature of Local Union Officer (optional) _____

Application deadline: May 25, 2014.

For more information, call 1-800-562-6002 or (360) 352-7603. Online: www.wfse.org, click on Member Resources > Scholarship Information. Return this application to: WFSE/AFSCME Women's/Equal Partners Committee, 1212 Jefferson St. S.E., Suite 300, Olympia, WA 98501. Or FAX to (360) 352-7079.

WFSE-Employment Security Department partnership takes latest step in Employee Engagement Initiative

■ Henricksen: "We are not adversaries"

Federation members may remember this past December when the union took the unprecedented step of cementing a partnership with the Employment Security Department on employee engagement.

The Federation's Executive Board at that time committed \$15,000 to match ESD's contribution so focus group-like meetings involving all levels of ESD could go forward on the joint effort to change the workplace culture at Employment Security.

Fast forward to this March 26 and 27 when the latest group sat down in Lacey.

This is a process of continuous improvement – and continuous involvement. There was great interest in the latest focus group-like session in Lacey. But it's only one step along the road. The WFSE-ESD Employee Engagement Partnership heard ESD members and will be coming back for input in many different ways and forums. That's the only way to create a real partnership with shared goals and communication.

Last month's session in Lacey involved ESD executive-level managers including ESD Commissioner Dale Peinecke plus Federation reps, including President Sue Henricksen. The two-day session followed similar facilitated employee engagement assessment sessions with core frontline workers represented by the Federation, supervisors (also represented by



WFSE/AFSCME members discuss employee engagement with ESD Deputy Commissioner Nan Thomas (foreground) March 26 in Lacey. From left (sitting): Cheryl Flynn, Rick Champagne and Ginger Bernethy. Standing: WFSE/AFSCME President Sue Henricksen and WFSE/AFSCME's Lewis Woods.

May Frost (far right) emphasizes a point to: Sue Henricksen (far left), WFSE president; Anita Paige, facilitator; and Tim Welch, WFSE public affairs director. Frost, director of the ESD Special Programs & Initiatives Unit, has been instrumental in organizing the series of employee-engagement meetings.



the union) and managers. A total of about 140 have participated so far.

The partnership between the agency and union is unprecedented in Washington state government, said Commissioner Dale Peinecke and WFSE President Sue Henricksen.

"ESD is the first organization I've seen that has done this," Henricksen

said. "I'm very excited about it."

One of the goals for ESD, as well as the Governor's Office, is to support employees.

Starting last May at a conference of the International Association of Workforce Professionals, ESD and the IAWP co-sponsored a presentation about employee engagement. It was so

well received, ESD staff, IAWP leaders and WFSE/AFSCME members decided to launch the series of joint meetings to identify gaps between where we are now and where we want to be as an employer of choice. (Notice we use the term "we" – the union and ESD will continue to disagree on some issues, but on employee engagement, there is no us and them – we have to succeed together.)

This initiative also examined results of the statewide employee survey and the ESD strategic plan "catchball" sessions. All showed gaps in employee engagement.

In late April, high-level goals and strategies to close some of those gaps will be agreed to by the Federation and ESD partnership. More staff will be included to recommend the methods and tasks of achieving the goals for closing those gaps.

One thing is clear. This isn't a case of a select group driving the train. This is not a top-down transformation. The surveys and facilitated meetings that have taken place have been sounding boards, to identify questions that still need to be asked, to pinpoint what we still don't know.

"We're all concerned with the success of the agency," said WFSE/AFSCME's Lewis Woods at the March sessions. "Presenting a united front to decision makers is the way to achieve our common goals."

"We are not adversaries," added Henricksen. "Somehow, we have to break down this 'you' and 'we' stuff."

This news report was a collaboration between WFSE/AFSCME Director of Public Affairs Tim Welch and Ann Hartman of the ESD Communications Office. Both participated in the March sessions in Lacey.

UW Local 1488 makes huge contribution to King County transportation campaign

University of Washington Local 1488 contributed \$50,000 to the effort to improve transportation in King County.

Local leaders handed a check to officials with the Move King County Now campaign March 21. Presenting the check from the local were Local 1488 President Paula Lukaszek, Cleesther Thomas, Jake Whitefish and John Miller.

The Move King County Now campaign is a broad coalition of community, business, labor, environment, freight, education, health, and social justice leaders working to pass Proposition 1 in order to preserve transit service, fix roads, and protect the economy and quality of life. It was set for an April 22 vote.



Local 1488 Treasurer John Miller hands check to Jon Scholes, vice president of advocacy and economic development for the Downtown Seattle Association. From left (front): Scholes, Local 1488 President Paula Lukaszek, HMC VP Cleesther Thomas, UW Bargaining Team member Jake Whitefish, Miller and Sung Yang, chief of staff to King County Executive Dow Constantine. Back, from left: Rob Johnson, executive director of the Transportation Choices Coalition, and King County Councilmember Larry Phillips.



Strong support for fair contract at ABHS

Dozens of Federation members and coalition allies stood strong with our members at American Behavioral Health Systems (ABHS) at simultaneous solidarity events March 20 in Chehalis (above, inset) and Spokane (above).

These WFSE/AFSCME-represented public service sector members provide substance abuse treatment and are locked in negotiations over fair pay, affordable health insurance and adequate staffing levels to protect the public.

Unity Break in Tacoma.

One way to show the value of sticking together when it comes time to do the important work of building our next contract is an AFSCME Green t-shirt Unity Break, like this one April 3 at the Tacoma DHS offices. Union Vice President Thornton Albert joined them.

What's "WFSE Spring?"

See page 4

